



Job offer  
Royal Military Academy (RMA) - Patrimonium  
**Researcher in Social Sciences (M/F/X)**  
Department of Behavioral Sciences  
**Project: SpEx Care I - HFM24-10**  
Publication date: 20/03/24



## Job description and associated duties

In the framework of the study SpEx Care (Spiritual-Existential Care is a concept of religious and moral support provided by chaplains and moral advisors within Belgian Defence), the Patrimony of the Royal Military Academy plans to hire a full-time researcher with a PhD. The Royal Military Academy (RMA) is strongly committed to promoting diversity and gender equality. Therefore, women candidates are strongly encouraged to apply.

### Context:

The Royal Military Academy (RMA) is a military university education institution responsible for the basic academic, military and physical training of future officers, and for the ongoing continuing education of officers during their active careers in Defence ([www.rma.ac.be](http://www.rma.ac.be)). The Royal Military Academy also conducts university-level scientific research in projects funded by Defence or external sources, including in the field of social and religious sciences.

### Project:

The aim of the project is to develop the spiritual component of the new Belgian Defence Wellbeing Policy model, "Total Force Fitness", which encompasses the work of military chaplains and moral counsellors on the one hand and the systemic spiritual needs of Defence on the other. This project is in line with emerging efforts at the European and NATO levels. The concrete outcome of this project is the development of spiritual readiness' assessment tools that can be applied in the general management framework and during operations.

## Main tasks

As a researcher in the Department of Behavioral Sciences at the Royal Military Academy, you will perform the following tasks:

- Theoretical and practical research within the field of social and religious sciences;
- A close collaboration with several national and international research groups;
- Participation in national and international conferences and workshops;
- Valorization of research through academic publications;
- Organization of conferences, seminars and workshops.
- Undergo training related to the job.

## Required skills

### Technical skills

- The candidate will hold/have a PhD or a master's degree in Social and/or Religious Sciences or related.
- Specialization in mixed-method/multimodal (quantitative and qualitative) research;
- Be able to conduct interdisciplinary research
- He/she is capable of conducting university-level research and producing scientific outputs (papers and participation in scientific conferences);
- The candidate is able to organize scientific activities such as a conference and seminar.
- The candidate has or is willing to become proficient in AI research tools.

### Personal skills

- He/she has analytical and synthetic skills, as well as a critical and creative approach;
- He/she is able to work independently and in groups;
- He/she is capable of conducting university-level research, including delivering the necessary scientific output;
- He/she has organizational sense, is incisive and can take initiative;
- He/she can translate research findings to a wider audience;
- He/she has the ambition to conduct outstanding and original top-level research.
- He/she is able to work in a religious and philosophical interfaith environment.

### Other skills

- As the research is situated and presented in an international context, the candidate must have excellent oral and written English skills;
- Knowledge of Dutch or French is an asset.
- Passive knowledge of German is a plus.

### Specific requirements

- The employee might be working with classified information and, therefore, may be required to obtain a corresponding security certificate. The candidate must agree to the background check required to obtain this clearance, which will be conducted by the Belgian Defence.

## Candidate

You will be employed in a military environment. For this reason, every employee undergoes security verification. **Please attach to your application the completed document which can be downloaded from the RMA site:** <http://www.rma.ac.be/nl/aanvraag-veiligheidsverificatie>

Please send:

- A cover letter;
- A full CV;
- A scan of your identity card (two sides);
- The safety investigation document, completed and signed: <http://www.rma.ac.be/nl/aanvraag-veiligheidsverificatie>

Clearly indicate the project reference: "**SpEx Care – HFM24-10**".

Send your application by e-mail to the RSWO department ([erm-deao-rswo@mil.be](mailto:erm-deao-rswo@mil.be)), to the following members of the RMA Behavioral Sciences Department: Mr Dr Dewyn ([michael.dewyn@mil.be](mailto:michael.dewyn@mil.be)) and to Mrs Tatiana Letovaltseva ([tatiana.letovaltseva@mil.be](mailto:tatiana.letovaltseva@mil.be)).

The deadline for submission of candidature is **26 April 2024**.

Interviews will take place at the Royal Military Academy, Rue Hobbemastraat 8, 1000 Brussels. The date and timing will be communicated to the selected candidates.

## Additional information

### Contract

- Probable date of recruitment: **02 September 2024 or later**, by agreement with the candidate;
- Status: **long-term contract, full-time job (38h/ week)** with the Patrimony of the Royal Military Academy (you will not be a civil servant). Please do note that the financing of your contract is tied to the "SpEx Care" project (which lasts 4 years).
- Pay scale: **NA21 (PhD holder)**. RMA-Patrimony applies a merit-based research career track, allowing researchers to advance in wage scale based upon annual evaluations.
- Holiday pay.

### Extra-legal benefits

- Possibility to benefit from a bilingualism allowance (Dutch/French) following a SELOR test;
- End-of-year bonus;
- Free DKV hospitalization insurance. Possibility of additional affiliation for one or more persons living under the same roof: spouse, child(ren) (50% of the price per additional member);
- Bike allowance / Free public transport (home-work commute);
- Meal vouchers (6€ / day);
- On-campus restaurant and cafeteria with democratic prices (discount on the daily menu);
- Free access to campus sports facilities outside working hours;
- Flexible working hours within the 38-hour week;
- Teleworking possible with allowance ;
- Holidays:
  - 29 days holiday / year from the 1st year of contract (then from 45 years: +1 day holiday every 5 years)
  - + 1 week OFF every year between Christmas and New year's Eve (independent of the annual balance of holidays).
- Advantages and interesting offers thanks to the Benefits@work card (discounts, vouchers...);

- Entitlement to services offered by the 'Office Central d'Action Sociale et Culturelle de la Défense' (OCASC): among others holiday centres, discount on travel organised by the tour operator...;
- Possibility of benefiting from the nursery funded by Belgian Defence (subject to availability).

## Workplaces

- Main workplace: **Queen Elizabeth Headquarters, 1140 Evere**
- Secondary workplace : Royal Military Academy, Avenue de la Renaissance 30, 1000 Brussels;
- Visits to partners and/or occasional trips abroad;
- Stimulating work environment.

## Contact points

- Regarding the vacancy: Mr Dr Dewyn ([michael.dewyn@mil.be](mailto:michael.dewyn@mil.be)) and Mrs Tatiana Letovaltseva ([tatiana.letovaltseva@mil.be](mailto:tatiana.letovaltseva@mil.be)). Regarding the method of recruitment: the RSWO service (Scientific Research : [erm-deao-rsw@mil.be](mailto:erm-deao-rsw@mil.be)).
- For more information about the scientific research at the Royal Military Academy: [Research departments | RMA](#)